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ADDRESS

BY

Albert J. Kennedy
at the

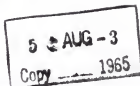
N.F.S. General Session
National Conference of Social Work
Hotel Statler - Grand Ballroom
Cleveland, Ohio
June 4, 1953 - 8:30 p.m.

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#1

THE SETTLEMENT HERITAGE



Fern Colborn, in notifying me of this evening's assignment, pointed out that the meeting was organized on the principle of "ancient saws and modern instances." She admonished me to get out the ancestral silver of settlement social action, give it a rub with a polishing cloth, and warned me, for Heaven's sake to act my age. There is a French proverb to the effect that the wisdom of the aged is like sunlight without heat. The wisdom that I shall peddle tonight is that of youth - canned, if you will - but still ardent.

Social action, I take it, is influence exerted by an individual or group which revises the way the community thinks about itself, i.e. the mores, or changes through legal or voluntary means the institutional structure through which it operates. Social Action takes place at all levels, from international to neighborhood, between all groups, and within all fields of interest. The examples which I have chosen have to do with the influence of settlements at the national level.

They are: (1) Implementation of the feminist revolt
(2) The child as person and citizen
(3) Arts as symbol and test of the "good life"
(4) Poly-ethnic nationalism, and
(5) Local community - as social home.

Next year, 1954, will mark the 70th anniversary of the settlement as a world movement. On December 24, 1884, there was one settlement in London, England. To-day, there are more than a thousand. They are found in practically every European country, save those behind the Iron Curtain, in North and South America, in Asia, Africa, and in Islands of the Seas.

I shared a room in our 1926 Conference with Alexander Zelenko, Headworker of the Moscow-settlement. Mr. Zelenko had been a leader in the Russian trade union

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#2

OUR AMERICAN HERITAGE

by Lea Taylor
Honorary President and Board Member
of the National Federation of Settlements

Paper given at
WESTERN REGIONAL CONFERENCE
May 26-29, 1955
NATIONAL FEDERATION OF SETTLEMENTS
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OUR AMERICAN HERITAGE

by Lea Taylor
Honorary President and Board Member
of the National Federation of Settlements

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Paper given at
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#4

THE SIXES TO TWELVES

by Gladys Ryland
Professor of Social Group Work
Tulane School of Social Work, New Orleans, La.

Paper given at
WESTERN REGIONAL CONFERENCE
May 26-29, 1955
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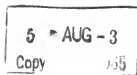
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CHARLES W. LIDDELL,
Director

ALBERT F. MITCHELL,
Community Worker, 1954-56

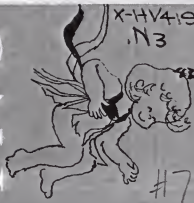
WALTER L. SMART,
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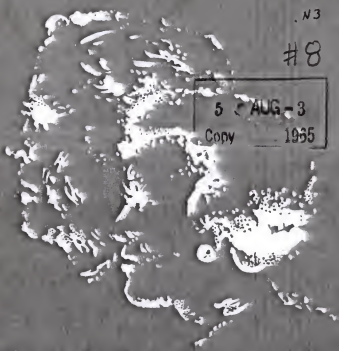
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1935



DYNAMICS
OF
CITIZEN
PARTICIPATION

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#9

Personnel Practices
For Settlements and Neighborhood Centers
Adopted May 12, 1951 by Delegate Body
Amended May 10, 1958 by Delegate Body

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PREAMBLE

The first obligation of professional workers is to the agency, members, and neighborhood they serve. Workers in ~~settlements~~ must recognize that this means both continuous quality of service and flexibility within the accepted work schedule.

Workers are obliged to make the fullest use of their professional skill and knowledge in the performance of their jobs to aid their neighborhood houses in the fulfillment of their stated purposes and objectives.

A worker has a responsibility for establishing and maintaining good working relationships with the interdependent parts of his own agency: board, administration, membership, volunteers, other professional and non-professional staff; as well as with other professional and lay groups in the community.

A professional worker is under obligation to exercise judgment in expressing his convictions in the formulation of agency policy. The worker has the obligation to abide by board decisions, and if in disagreement, to work to affect change in policy within the agency framework.

The worker is also under obligation to exercise judgment in expressing his views on broad community problems and issues. At such times, he should identify whether he is acting as an individual citizen or as a representative of his agency. He has the right and the obligation to speak for his agency when generally or specifically authorized to do so.

Settlement boards must recognize the rights of their workers and dignify the employment relationship through written personnel policies, and classification and pay plans. These should be mutually agreed on by board and staff. Copies should be given to all workers at the time of employment.

These policies are for full-time workers. Part-time workers should be covered as far as practical by the same policies on a pro-rated basis. Where this is impractical, special policies should be written to cover the situation.

There should be no discrimination in employment with regard to race, creed, political or union affiliation, marital status, or sex. A staff representative of both men and women and of varied religious, racial, and cultural backgrounds is to be encouraged.

EMPLOYMENT PROCEDURE

The Personnel Committee of the board is responsible for hiring the agency executive who, in turn, is responsible for hiring of all staff. The executive may wish to consult with a Personnel Committee of the board in selecting employees for key positions.

There should be written job descriptions for every position in the agency. Among other uses, a job description gives a prospective worker some indication about agency functions, objectives, and standards, which aid in making a decision.

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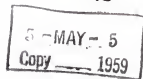
PROBLEMS OF SEGREGATION IN NORTHERN CITIES

By Nelson C. Jackson, Associate Director, National Urban League

#10

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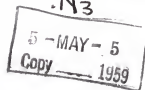
SETTLEMENTS MOVE TO NEW AREAS OF NEED --

FACTS AND PRINCIPLES ON AGENCY RELOCATION

By William H. Brueckner, Executive Director,
Chicago Commons Association

Presented at the 40th Conference, Chicago, Illinois
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HELPING THE MARGINAL FAMILY IN FOUR DETROIT HOUSING PROJECTS

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By William R. Miner, Neighborhood Service Organization, Detroit

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#13

AGENCIES COOPERATE TO HELP THE TROUBLED FAMILY

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A Report of Germantown's Case Conference Approach

By Mrs. Henry J. Gideon and Richard Bargans
Germantown settlement, Philadelphia

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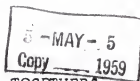
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CAN CITY PLANNERS AND SOCIAL PLANNERS GET TOGETHER?

By Albert Mayer, Mayer Whittlesey and Glass, New York

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CAN CITY PLANNERS AND SOCIAL PLANNERS GET TOGETHER?

By Albert Mayer, Mayer Whittlesey and Glass, New York

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JOB CLASSIFICATIONS AND SALARY RANGES
Recommended by the Committee on Personnel
Adopted by the Board of Directors
JANUARY 1958

MEMORANDUM FROM THE PERSONNEL COMMITTEE:

The attached statement of job titles, job descriptions, minimum qualifications and minimum starting salaries for professional positions in settlements is offered by the Committee on Personnel as a guide for improving salaries in our agencies. The suggested starting salaries are based on material collected by the Committee which includes salaries currently offered by settlements and neighborhood centers, salaries which professional workers are demanding, and salaries currently being paid in other social agencies and related fields. We also have had the advantage of pioneer study which compares salaries of social workers with workers in industry with similar responsibilities and qualifications in education, experience, etc.

It is important to note that the salary recommended is the minimum and does not indicate an agency should not pay more if its standards so demand.

Certain principles apply to all jobs included in this statement:

1. A regular annual or merit increase should be given for all positions, including the executives, for at least 6 years or until the maximum range for the position has been reached. Provision for merit increases over and beyond the annual increment should be possible. In the case of personnel in the group worker and program worker categories, increments should be possible for 12 years in order to enable them, if they so desire, to remain as practitioners.

2. Credit for past professional experience, above the specifications, is recommended at the rate of \$100 per year, up to 3 years, for workers without a Master's Degree in Social Work; and \$200 for each year of post-graduate experience, up to 3 years, for workers with a Master's Degree in the appropriate field.

3. For age group directors and department directors, the minimum should be increased by \$200 for the supervision of one full-time worker and should be further increased in relation to the number of full-time workers to be supervised.

4. The complexity of job to be done, and not only the size of the agency budget, should be considered in determining salaries.

In this period of personnel shortages it is also important to be aware of regional differences and the mobility of workers. Workers are now more ready to move around the country and seek out the conditions which they consider favorable. Certain sections of the country pay less than other areas. The personnel famine for them may well continue.

The purpose of this release is to help Boards, Federated Fund groups, executives, etc. understand what are the recommended standards for the field and to suggest that serious efforts be utilized to constantly improve salaries.

#17



For a Nation of Neighbors

*The National Federation of Settlements
and Neighborhood Centers*

NATIONAL FEDERATION OF SETTLEMENTS AND NEIGHBORHOOD CENTERS
226 West 47th Street

New York 36, N. Y.

#19

The Challenge of the Urban Community*

by

Chester Rapkin

Research Professor, Institute for Urban Studies
University of Pennsylvania

It is by now commonplace to observe that our society, and particularly our cities, is undergoing significant changes. I for one frequently become insensitive, however, to the rapidity and pervasiveness of these changes. It needs but a moment's reflection to realize that the total fabric of life has been materially altered, even within our own memories. The father of my close colleague in his youth witnessed the last Indian uprising and in his maturity marveled at the first moon shot. In a sense, he has traversed the span of written history.

As citizens, and particularly as practitioners, we cannot but experience the influence of some of these changes in our daily tasks. Frequently, however, because of the absorption with which we conduct our lives we are impressed by the immediate and the direct and very often fail to see the context in which the change occurs. Its impact on our life varies in its magnitude depending upon our situation and the roles which we play. Often it is merely a minor shift in scene, but occasionally we experience a violent ground swell that disturbs and perhaps removes the landmarks that have guided us. Workers who years ago painfully learned a few words of Yiddish, now find that Spanish stands them in better stead. Elaborate and expensive structures built in response to a great need very often remain as mute monuments to past achievements.

The settlement house and its Federation for some time past have felt the need for a re-examination of its goals and programs. In order to seek its most proficient role in modern urban society, your Federation last year assembled an impressive array of leaders from many disciplines and agencies. These men and women meeting in the seclusion and repose of Arden House, a magnificent establishment located on the crest of a mountain, divested themselves of their taxing schedules and devoted almost a full week to the assembling of facts, the mustering of experience, and the interplay of thought. They set themselves the task of reappraising neighborhood goals in a changing world, and I am sure that you all know of the report carrying this title. If you have not seen it as yet, you must do so before this conference is over, for the book is indeed a remarkable document. Not only does it provide a

*Keynote address - presented at the National Federation of Settlements & Neighborhood Centers - Conference in Lancaster, Pennsylvania, April 16, 1959.

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NEW DESIGNS IN SETTLEMENT ORGANIZATION

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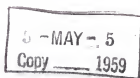
How three agencies serve a
district, a city, and
a county

Papers given at
WESTERN REGIONAL CONFERENCE
May 26-29, 1955
NATIONAL FEDERATION OF SETTLEMENTS
226 West 47th Street, New York 36, New York

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#21



KNOW YOUR NEIGHBORHOOD

A Guide to Program Development
in Neighborhood Centers



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BUILDING INTERCULTURAL HARMONY

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The papers in this series are but a small sample of the constant efforts to build bridges of understanding across barriers of ignorance and prejudice.

The first paper is a summary of General Principles.

The papers on the Appalachian Migrants and the Spanish-Speaking People of the Southwest illustrate the depth of knowledge and the appreciation of different values which must precede an effective working relationship between people of different cultures.

The paper on Achieving Interracial Membership illustrates the necessity for an agency to have a consistent and deliberate plan in order to achieve its goal of good race relations.

On with the Dance shows the way in which a plan, plus strict controls, made possible integration in a most difficult area.

Planting Seeds illustrates several things ---- the effectiveness of starting with young children in teaching acceptance of differences; the strong class divisions between people of the same ethnic group; the tedious road of trial and error as we find our way in a culture new to us.

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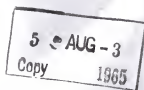
People Working Together

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People Working Together

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The Board of Directors of a Neighborhood Center

Function
Organization
Responsibility

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Standards for Neighborhood Centers

Developed by
The National Federation
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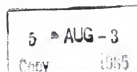
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#27

SERVING SUBURBIA AND MIDDLE INCOME NEIGHBORHOODS

Some Implications for Settlements in our Changing Suburbs

by Robert J. Muzzy



Presented at the 41st Conference, Boston, Massachusetts
National Federation of Settlements and Neighborhood Centers

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#128

JANE ADDAMS AND SOCIAL ACTION*

By Florence Sytz

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Each year I reread one or more of the books written by Jane Addams. I do this in order to recapture an education experience which meant much to me--more, in fact, than can ever be conveyed by the statement that I lived at Hull House for a number of years after World War I. Since some of this former experience might be recaptured without such rereading, I hasten to add that I know of no better source than Miss Addams' books for a glimpse of social philosophy that can be of use in today's profession of social work.

I also recall as though it were only yesterday my amazement, when (in 1930) I was reading The Second Twenty Years at Hull House, to find her characterizing my generation as so caught up in the "tendency to play it safe" that if any social theory became, for example, attached to the abolition of toothache--if "a powerful newspaper called the effort bolshevistic, so filled with terror have certain words become, that doubtless a few social workers would be found to say: 'We don't really approve of dental clinics; and, of course, we do not extend their services to adults who might be radicals; we are only experimenting with baby teeth'"¹

I was amazed, for my generation--caught up in the excitement of early Freudian theories--considered itself very bold and courageous in its revolt against anything it called mid-Victorian notions.

Up to 1930 I had only read the first volume, Twenty Years at Hull House. Now with her criticisms in mind, of me and my generation, voiced in her usual understanding and tentative way in two chapters from one of which I have torn the above illustration, I was moved to read her earlier publications. This proved a rewarding assignment.

Florence Sytz, S.S.W., is professor of social casework at the Tulane University School of Social Work, New Orleans, Louisiana.

*Reprinted with permission of the National Association of Social Workers, from SOCIAL WORK, Vol. 5, No. 4 (October 1960)

¹Jane Addams, The Second Twenty Years at Hull House (New York: The Macmillan Company, 1930), p.156.

2 Jane Addams, Twenty Years at Hull House (New York: The Macmillan Company, 1923).

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H29

SETTLEMENTS AND NEIGHBORHOOD CENTERS*

by Margaret Berry

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Also referred to as community centers, neighborhood houses, community or neighborhood associations, or guilds, are multifunctional agencies which exist to serve the social needs of persons in given geographical neighborhoods. It has been said that the neighborhood is their "client."

The settlement movement began in England during the 1880's. Toynbee Hall (1884), the first settlement, was started when Samuel Barnett, then vicar of St. Jude's parish in London, invited a number of university students to join him and his wife in "settling" in a deprived area. Their aim was to gain understanding of the conditions under which the working classes lived and to enlist the aid of the more fortunate in altering these conditions. The deplorable overcrowding and the low pay in factories, as well as the widening gaps between the well-to-do and the masses, caused by the industrial revolution, roused the conscience of church and lay groups alike. The Protestant forces, stimulated by the writings of Dickens, Kingsley, Chalmers, and others, and the leadership of the group of social reformers in the universities, made a favorable climate for the idea, which spread rapidly in England and somewhat later to the continent and to the United States. The original settlement in this country was Neighborhood Guild (now University Settlement) founded in 1886 in New York City. This was followed by Hull House in Chicago in 1889. Today there are about 800 neighborhood centers scattered across the United States.

The settlement movement is also found in France, Germany, and Scandinavia, and recently in Italy, where the community center movement is developing rapidly. The modern "community development" movement uses many of the same principles and is spreading in parts of Asia, Africa, and South America through technical assistance.

Objectives

In 1892 Stanton Coit wrote, "The very name Neighborhood Guild suggests the fundamental idea which this new institution embodies; namely that irrespective of religious belief or non-belief, all the people, men, women, and children... in every working-class district shall be organized into...clubs, which are by themselves, or in alliance with those of other neighborhoods, to carry out all the reforms---domestic, industrial, educational, provident, or recreative---which the social idea demands." Settlement philosophy remains the same today.

THE NEW STRUCTURE OF URBAN LIVING

5 - AUG - 3

1965

by Robert Wood, Associate Professor of Political Science,
Massachusetts Institute of Technology

Presented at the 41st Biennial Conference

June 2, 1960, Boston, Massachusetts

National Federation of Settlements and Neighborhood Centers

226 W. 47th Street, New York, 36, N. Y. Price 35¢

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#31

EXPERIMENTAL APPROACHES IN DEPRIVED AREAS

by Arthur Hillman
Director, Training Center at Hull House
National Federation of Settlements and Neighborhood Centers

With COMMENTS by Emeric Kurtagh, Neighborhood Service
Organization, Detroit, Michigan; and AN EXPERIMENTAL
APPROACH TO HARD-TO-REACH MULTI-PROBLEM FAMILIES, by
Howard C. McClary, Baden Street Settlement, Rochester,
New York.

(Papers Presented May 17, 1961, at the National Conference on Social
Welfare, Minneapolis, Minnesota)

Price: 35¢

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#32

IMPLICATIONS OF POPULATION SHIFTS
FOR HOUSING AND NEIGHBORHOOD PLANNING

by Martin Millsbaugh

Presented at the Atlantic Seaboard Regional Conference of
National Federation of Settlements and Neighborhood Centers
Portsmouth, New Hampshire, 1961

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YOUTH WORKERS AND DELINQUENT BEHAVIOR

By Irving Spergel
School of Social Service Administration
University of Chicago

(Paper Presented April 3, 1961, at the Institute on Special Youth Services,
Training Center at Hull House, Chicago, Illinois)

SEE ALSO "An Exploratory Research in Delinquent Subcultures,"
by Irving Spergel, Social Service Review, March 1961, pp.33-47.

Attached is the Bibliography prepared for the Institute on
Special Youth Services, by Mary E. Blake, U. S. Children's
Bureau, and Marjorie W. Main, University of Chicago.

Southwest Regional Conference
National Federation of
Settlements and Neighborhood Centers
September 14, 1961

Paper Presented by
Dr. Leonard A. Duce, Dean,
Graduate School, Trinity University,
San Antonio, Texas
Price ~~55¢~~ 3

1965

STRENGTHENING FAMILY LIFE THROUGH
NEIGHBORHOOD CENTERS PROGRAMS

One of the greatest students of urban culture, Lewis Mumford, recently wrote in his monumental, The City in History.

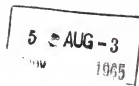
Ours is an age in which the increasingly automatic processes of production and urban expansion have displaced the human goals they are supposed to serve. Quantitative production has become, for our mass-minded contemporaries, the only imperative goal; they value quantitation without qualification. In physical energy, in industrial productivity, in invention, in knowledge, in population the same vacuous expansions and explosions prevail. As these activities increase in volume and in tempo, they move further and further away from any humanly desirable objectives. As a result, mankind is threatened with far more formidable inundations than ancient men learned to cope with. To save himself he must turn his attention to the means of controlling, directing, organizing, and subordinating to his own biological functions and cultural purposes the insensate forces that would by their very super-abundance, undermine his life. He must curb them and even eliminate them completely when, as in the case of nuclear and bacterial weapons, they threaten his very existence.¹

These eloquent words express a profound characteristic of our modern urban culture. The scientific, technological, and organizational advances of the past century have been phenomenal. But from the beginning they have not been without some destructive accompaniments and negative consequences. In the early days of our industrial development, immigration, low wages, unemployment, economic displacement, and poor housing combined with many other factors to produce individuals, families, and neighborhoods, which were, to use Kenneth Boulding's phrase, "alienated from the major, on going stream of society" and deprived of the economic goods, social status, and human satisfactions enjoyed by the so-called "successful segment" of industrial society. The challenge to serve these people brought the neighborhood center--or settlement--movement into existence.

During the years of this century our industrial and economic progress has been immeasurable, but we have not succeeded in eliminating all of the depressed areas or in assimilating all of the alienated people. In spite of social efforts, public and private, there are still far too many individuals and families on the fringes of our affluent society. While the form which their displacement and alienation take may be outwardly different from that of fifty years ago it is equally distressing and challenging. We are far from realizing the American ideal of economic and social equality; for that reason the challenge to minister to these people is as great as ever. As long as there are men and women, who for reasons of health, or age, or poverty, or race, or economic displacement are "on the outside" there will be a tremendous job for the neighborhood centers to do. True, that job has to be re-examined and re-structured in the light of the new factors which are present in our contemporary society, for example, mobility, increased urbanization and suburbanization, mass communications, national insecurity, and international tension.

¹Lewis Mumford, The City in History, New York: Harcourt, Brace and World, Inc., 1961.

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#35

RESEARCH FINDINGS

ABOUT PEOPLE WE SERVE

by Kenneth W. Kindelsperger

Presented at the Atlantic Seaboard Regional Conference of
National Federation of Settlements and Neighborhood Centers
Portsmouth, New Hampshire, 1961

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#36

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The Work of the
Neighborhood Center

■ The Work of the
National Federation

BUILDING BETTER NEIGHBORHOODS

National Federation of
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Neighborhood Centers

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#37



■ The Work of the
Neighborhood Center

■ The Work of the
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BUILDING BETTER NEIGHBORHOODS



National Federation of
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#138

A U T O M A T I O N A N D E M P L O Y M E N T T R E N D S

Facts for further consideration,
and facets of a growing problem,
for attention at all levels of action:

A summary of major findings from the
Seminar on January 25, 1962, conducted by

THE TRAINING CENTER AT HULL HOUSE of the
NATIONAL FEDERATION OF SETTLEMENTS AND NEIGHBORHOOD CENTERS

This summary is prepared for use in
meetings of adult groups, staff and
board of neighborhood centers and
city federations.

See the list appended of resource
materials for use in planning pro-
grams.

The subject is being widely discussed.
Economists from local universities
and leaders of industry and labor can
be invited to present their views and
facts with local reference.

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A ROOF #39 IS NOT ENOUGH



Toward Better
Services for
The Aging

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#40

Review & Revision

A Report of the
Self-Study Committee
of the National Federation
of Settlements and
Neighborhood Centers

X 88-112
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114

THE NEXT MOST IMPORTANT THING TO BE DONE

A resume of the Settlement Movement through 75 years --
how it began, its significance today, its responsibilities
in the years ahead.

By

Margaret Berry

5 AUG - 3
1962

Executive Director, National Federation of Settlements
and Neighborhood Centers, presented at the NFS Training
Center course, Asilomar, California, in October 1962

Graham Taylor, one of the
Federation founders, in "Soul
of a Settlement" said: "The
settlement, to most of us, is
simply the next most important
thing to be done. On wider
view it becomes a station for
experimental demonstration at
which to understand, interpret
and improve the human situation
through cooperative effort."

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1142

TEACHING SOCIAL ACTION TO GROUPS WITHIN AN AGENCY

By

Margaret Berry

Paper presented at Philadelphia Settlements Institute

on April 14, 1951

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WELCOMING NEWCOMERS TO CITIES

#43



**SELECTED PAPERS ON INTERCULTURAL RELATIONS
FOR GROUP SERVING AGENCIES**

Published by

NATIONAL FEDERATION OF SETTLEMENTS AND NEIGHBORHOOD CENTERS

Price \$1.00

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DEMONSTRATION, RESEARCH AND COMMON SENSE

by

Francis Bosworth

Executive Director, Friends Neighborhood Guild
Philadelphia

#44

The second of two papers in a session of the Eastern Regional Conference of the Child Welfare League in Baltimore, March 2, 1962. The first paper was given by Mrs. Elizabeth Herzog, Chief of Research, Children's Bureau, U. S. Department of Health, Education and Welfare.

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#45

RESEARCH IN SETTLEMENTS

5 AUG-3

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1945

SOME SUGGESTED GUIDELINES

From experience in recent social work research, certain trends of thought and common guidelines emerge which can save time and energy for an agency considering research for the first time. To that end the National Federation of Settlements has brought together the following papers:

Research in Settlements:

Compiled by Elisabeth C. Day, this paper includes:

Guidelines

Material comes from several sources, but principally from Dr. Herman Stein's course on Research in the Voluntary Agency, given at the New York School of Social Work, June, 1962.

Bibliography

A brief list of resources for agencies considering a research undertaking.

Chart of Settlement Research Projects

Four examples of research in settlements which emanate from problems in practice.

Social Work Research--the Settlement's Role
by Ida C. Merriam, Director, Division of Program Research, Social Security Administration. Paper presented at the National Federation Biennial Conference, May, 1962.

Demonstration, Research and Common Sense
by Francis Bosworth, Executive Director, Friends Neighborhood Guild, Philadelphia. Paper given at Eastern Regional Conference of the Child Welfare League in March, 1962.

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Packet price \$1.00

PUBLIC AND PRIVATE AGENCIES POOL THEIR RESOURCES
IN DEVELOPING SUMMER PROGRAMS FOR TEENS

by 5 - AUG - 3 #46
Preston R. Wilcox
Director, East Harlem Project, New York City 1965

Presented at the NFS Biennial Conference in Cleveland, May 1962

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SURVIVAL OF YOUTH--IMPLICATIONS FOR THE
ROLE OF SETTLEMENTS IN A CHANGING SOCIETY

#47

by

Dr. Catherine V. Richards

Youth Services Consultant, Welfare Council of Metropolitan Chicago,
Presented at the NFS Biennial Conference in Cleveland, May 1962

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#48

SOCIAL WORK RESEARCH--THE SETTLEMENT'S ROLE: 5 AUG-3

Evaluative or Action Research

Copy 1065

Guidelines for Agency Planning

by

Ida C. Merriam

Director, Division of Program Research, Social Security
Administration, Washington, D. C. Presented at the NFS Biennial
Conference in Cleveland, May 25, 1962.

National Federation of Settlements and Neighborhood Centers
232 Madison Avenue New York 16, New York

SOME UNCHANGING VALUES IN A CHANGING WORLD

by

Dr. Brock Chisholm

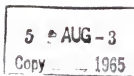
First Director General, World Health Organization, The United Nations.
Presented at the National Federation of Settlements and Neighborhood
Centers Biennial Conference, Cleveland, Ohio on May 24, 1962.

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#50



CIVIL RIGHTS AND SOCIAL WELFARE *

By Margaret Berry
Executive Director

NATIONAL FEDERATION OF SETTLEMENTS AND NEIGHBORHOOD CENTERS

Last month I talked with the Negro director of a community center in a small southern town. He described his early years there, his emigration to the North for schooling, and his deliberate return home. Then came the twenty-five years of discipline and patience, every daily decision one more calculated step toward freedom for Negroes. How long to wait before serving notice that the center would no longer house an inferior substitute library, and a public one must be built; how often to knock on the door of a city-wide agency, saying Negro members are also interested in some class being offered; how soon to set up vocational classes for youth the schools refused to train, but who will be needed if the economic boycott opens up new jobs; how many years to wait for the social work executives luncheon club to include him in its monthly planning sessions. He said, with compassion, "I think we can work this out. I understand these white people, for they were born here too." And finally he summed it up, quietly. "If this doesn't work, my life has been wasted."

Today we have been called to account for our own lifetimes in our own agencies. Close to the heartbreaking spectacle of Childrens Day in Birmingham, we have to face our own reckoning. Other sessions are going on now which consider broad public issues--housing, employment, education. Our focus is narrower, and less basic. But it is on the area for which we have to take the ultimate responsibility. The bench mark for this report is 1956, just after the historic Supreme Court decision. If we take that date, or the last decade we can take comfort in the relatively rapid progress which has been made in civil rights. But if one looks at the goal of equal rights, opportunities and responsibilities for all Americans, one must agree with James Baldwin when he wrote to his nephew, "You know, and I know, that the country is celebrating one hundred years of freedom one hundred years too soon." (1)

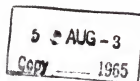
My report to you, then will try to cover the seven years, lean years or good years, depending on one's point of view--since Mrs. Simons spoke on this subject in St. Louis. To analyse exactly where we now stand would take a study like "The American Dilemma". Therefore my report must be subjective, and I am grateful for the evidence supplied by the Urban League, the YMCA, YMCA, Camp Fire Girls, 28 schools of social work, Family Service Association, Child Welfare League, American Jewish Committee, the National Social Welfare Assembly, United Community Funds and Councils, and others.

*

Paper presented at the National Conference on Social Welfare,
May 20, 1963

(1) "The Fire Next Time", The Dial Press, New York 1963 p. 24.

CONFERENCE ON

THE ROLE OF THE ARTS IN NEIGHBORHOOD LIFE

HELD AT

TRAINING CENTER -- CHICAGO, ILLINOIS

NATIONAL FEDERATION OF SETTLEMENTS AND NEIGHBORHOOD CENTERS

NOVEMBER 12, 1962

PAPERS:THE ROLE OF THE ARTS IN NEIGHBORHOOD LIFE

Opening remarks by Francis Bosworth, Director
Friends Neighborhood Guild, Philadelphia, Pa.

THE ROLE OF THE ARTS IN THE SETTLEMENT PROGRAM -- A REAFFIRMATION

Issued by a committee of the Arts Conference

SUMMARY OF QUESTIONS AND COMMENTSTHE ARTS AS FUNCTIONS OF LOCAL COMMUNITY LIFE

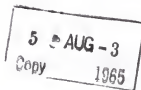
Albert J. Kennedy

(Background material - paper presented at conference held in Chicago, June 6, 1933, sponsored by Chicago Federation of Settlements and National Federation of Settlements, to inaugurate exhibit of settlement and social work.)

THE AGENCY AS A PART OF THE NEIGHBORHOOD

Address to In-Service Training Institute,
McCormick Theological Seminary, Chicago
June 5, 1962

by
Arthur Hillman, Director,
Training Center at Hull House



American cities tend to be amorphous. As they continue to grow and spread over the landscape, there is little that is distinctive in physical design or that provides a basis for identification of people with their places. Likewise, or more so, social shapelessness is a continuation of what has been happening in cities in the past century. Communities are in eclipse; we are told by many sociological studies and by philosophers and artists concerned with the loss of personal identity and communal ties.¹

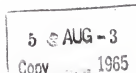
But the city is with us, as a consequence of industrialization and of population growth, and new forms and processes of social interaction are developing, or can be introduced, which are appropriate to the new way of life. Neighborhood centers entered the American urban scene some 75 years ago, and it is significant that the first one on the Lower East Side of New York began with a plan for block organization or neighborhood guilds. The interests of the movement of which you are a part have long been centered in the building and strengthening of neighborhoods or districts of the city, as Lewis Mumford gave credit in one of his great books: "The colonization of the slums by means of the settlement houses was an important event... The success of the settlement house called attention to the fact that more prosperous neighborhoods were, in fact, equally devoid of the elementary organs of association: civically speaking, every middle class neighborhood was a non-entity too."²

Settlements, more than specialized agencies, acknowledge a neighborhood or community responsibility. The neighborhood is the focus of attention, and methods and programs must be adapted to meet the changing needs of the "client." (I am sure that simple word "need" will seem more complex as your sessions this week deal with questions of priorities and interrelations of problems.) Neighborhood as "client" does not suggest any simple analogy with medicine because, as you know, the client can help write the prescription and can refuse to be served. The emphasis we are placing is on a generalized approach to service programs, rather than thinking of so many club groups, so many hours of handicrafts, or so many cases counseled or referred. The concerns of neighborhood centers were said to be, by a Wisconsin lady recently, as "broad as a barn door." This non-urban figure of speech suggests both sources of greatness and of frustration--opportunities and the need for choices.

To understand the focus of work or the service area of neighborhood centers involves thinking of the difference between neighborhoods and districts.³ (NCT pp. 3-4 quoted when paper is delivered) Often the term neighborhood is used even though the reality referred to is larger. Neighborhood has come to suggest a quality of relationship rather than a group or area of limited size.

We should also take a lead from the work which has been done in Los Angeles and think more of the differences between types of neighborhood.⁴ (NCT pp. 226-7 quoted when paper is delivered) The work of Mrs. Carter of Los Angeles has been

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#53

SETTLEMENTS MEET TODAY'S SOCIAL PROBLEMS

(Two papers on the role of
today's neighborhood centers -
one by a civic leader the other
by a noted settlement executive)

Some Suggestions for the Solution to Urban Social Problems

By Frank P. Zeidler, former Mayor, Milwaukee, Wis.
Presented at NFS Midwest Regional Conference, St. Louis,
Mo., April 27, 1963.

The City, The Neighborhood and the People

By H. Daniel Carpenter, executive director, Hudson Guild,
New York, N. Y. Presented at NFS Western Regional
Conference, Seattle, Wash., October 11, 1963.

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SOME SUGGESTIONS FOR THE SOLUTION TO URBAN SOCIAL PROBLEMS

(By Settlements and Neighborhood Centers)

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Presented by Frank P. Zeidler, former Mayor, Milwaukee.
 Wisconsin, at NFS Midwest Regional Conference, St.
 Louis, Mo., April 27, 1963.

It seems to me to be a task of formidable proportions to seek to bring any new thoughts on urban problems to representatives of settlement organizations and neighborhood councils. Such organizations are at the cutting edge of urban problems. Such organizations attempt to deal with the problems that not even the public officials can solve and which, if they get bad enough, are relegated to the police department to check by force, arrest, and detention.

The Center as a Municipal Peacemaker

When one looks over the history of American cities, it becomes quite evident that the settlement house served to allow cities to grow by preventing sore problems of urban physical and social ailments from killing city life entirely. The severe strains on human life which the city of the recent past has placed on people, and still places on people, might have become so severe as to cause social and political disorders which might have disrupted city life and the established political order. The history of cities, ancient and modern, has been a history of tumult and struggle because of intense strain. These strains have come from poor housing, poor health conditions, joblessness, and poverty imposed by circumstances on people of the cities of the past. We have but to reflect on the history of ancient Rome to see how old the tradition is among city people to overcome their grievances by riot and mob action.

In the recent past when the American city was evolving from a relatively small place to a place containing hundreds of thousands of people, the strains of growth would have been nearly insupportable if it had not been for the work of settlement houses and of civic organizations seeking to ameliorate the stresses.

One should not speak of the past only. Currently the temper of the people in many neighborhoods in some of our great American cities continually borders on the dangerous because of new stresses that urban life imposes on people. Have we not read recently of mob action in a midwestern city directed at preventing Negro families from entering what has been considered a white neighborhood? Have we not known of the seeming unsolvable problem of the youth gangs in the overcrowded big cities?

If these forces were not checked, they would rend the social fabric of cities to pieces. It is not solely the will of the police departments that holds these destructive forces in check. The will of the police departments is often the will of the dominant elements of the power structure in city life, and if the dominant elements of power structure wanted the disturbance to grow, they would permit it, as we have witnessed in Nazi Germany.

What keeps the reckless elements of the power structure in many places in check is the presence of the settlement house and community organizations. The opinion forming influence of these agencies is of a weighty character. It causes people to conclude that good forces are at work trying to solve social strains which might otherwise be unbearable. If it were not for the presence of settlements,

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THE INVOLVEMENT OF STAFF, PARTICIPANTS AND TOTAL
AGENCY IN SOCIAL ACTION ON THE LOCAL AND STATE LEVEL

5 AUG-3

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1985

by John H. Ramey
Executive Director

Hyde Park Neighborhood Club, Chicago, Ill.

H55

Presented at the Midwest Regional Conference of the National Federation of Settlements in St. Louis, Missouri, April 26, 1963.

The involvement of the professional worker, the neighborhood center or settlement, and its clientele in the process termed "Social action" follows naturally and necessarily from the very essence of their various mutual and interrelated concerns for the improvement of the quality of human life in the communities in which they live and work. It would be ludicrous to presume that we could aspire through, the use of our professional skills to helping our communities, our groups and their members as individuals achieve a better condition of life based on the fullest development of their potential if we did not concern ourselves with remedying the societal ills and generally improving the social environmental framework within which they exist and develop. It is thus that (in the Social Work Yearbook 1960 Elizabeth Wickenden in her article on "Social Action" defines it as "the term commonly applied to that aspect of social welfare activity which is directed toward shaping or modifying the social institutions and policies that constitute the social environment in which we live." (p. 529) This is contrasted functionally and historically with the social programs, mostly group work, education and community organization for us which are the day to day administrative tasks of the organizations with which we are affiliated.

I have been asked to discuss with you "Social Action" in the local setting. Not because the national and international concerns on the social action front are not vitally important, but for various reasons I am mostly involved in social action processes on the neighborhood, city, county and state level. And fortunately for this panel, you are privileged to hear from one of the most competent practitioners on the national and international social action fronts concerning those areas of work. I do not pretend to such competence, only to a day to day dogged involvement in those issues which we can affect efficiently and meaningfully. Most of these are local; some are large, some are small.

I am the administrator of a neighborhood center in a very large, complex and diverse urban community which contains one of the world's great Universities and which is undergoing urban renewal. All of these factors and many more are at once assets, liabilities and challenges to our service functioning and our social action function. We are constantly involved in and often helping create situations for decision which will effect the environment of all in the present and in the near long range future.

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COMMUNITY DEVELOPMENT: A PRIVATE AGENCY LOOKS AT NEIGHBORHOOD METHODS

by William Channel, Director, Overseas Refuge Program

American Friends Service Committee
160 North 15th Street
Philadelphia 2, Pa.

#156

Delivered at the Northeast Regional Conference of the
National Federation of Settlements and Neighborhood
Centers, Philadelphia, Pennsylvania, May 3, 1963

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#57

THE SERVICE ANSWER

By E. D. Hill, Director of Planning, Community Chest and Council of the Greater Vancouver Area, Vancouver, B.C., Canada. Presented at NFS Western Regional Conference, Seattle, Washington, October 10, 1963

Mr. Chairman, Ladies and Gentlemen:

Fortunately we have no lack of critics to assist us in satisfying our moods. For our purposes I shall divide these into two categories, the Broad Gauge Critics and the Narrow Gauge Critics.

The Broad Gauge Critics hold the principle that the object of social policy must be the eradication of basic social problems. In their view the social services as now set up are largely irrelevant to this purpose. Let me quote such a statement. "The social services are directed in the main to the people who have been hurt in the inexorable grinding of the socio-economic machinery or whose potential strengths have never been nourished sufficiently to enable them to take up independent positions in whatever game the chances of life may assign to them. The social services themselves as now defined, do not attack the basic faults of social structure, social context and blocked opportunity which are the generating milieu of dependency and deviancy."¹ Therefore, Q.E.D. the social services are irrelevant to the job of getting rid of social problems.

Not only that it is their opinion that the social services are socially dangerous because they lull the public into a false sense that something is being done about major problems such as unemployment, chronic dependency and social deviancy.

Not only the social services are irrelevant. Social Planning, as it exists in most American and Canadian urban centres is also seen as irrelevant--primarily concerned with providing housekeeping services to the existing agency structure, a sort of a groom to this irrelevant beast, maintaining inter-agency peace and "coordinating" the numberless fragments of urban service. In their view, when planning turns to implement some major change in social policy, it finds itself impotent and unable to obtain the cooperation and support of the main centres of power and financing--the governments, the universities, the great foundations--big business, big labor.

Broad gauge critics are good clean fighters. They take after you with an axe. You know where you stand. By the same token they provide good hard-hitting solutions. A fair paraphrase of their solutions would be--basic social problems are complex and multi-faceted in nature and require comprehensive solutions. In their view, major social problems cannot be dealt with by single and unilateral approaches by any field of endeavor--by adult education, by public health, by social welfare, by economics, physical planning, urban redevelopment, by mental health, by low cost housing, by recreation, by social planning, or social research, by the law, by the church, by the government, by the school, or--

¹ David Hunter, Some Problems for the Future of Social Workers, Ford Foundation Public Affairs Division, 1961

THE SERVICE ANSWER

#58

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